

**Candidate Biographical Information and Questions
Biographical Information**

**AASA, The School Superintendent's
Association President-Elect Candidate 2026**



L. Wayne Vickers, Ed.D.
Superintendent
Alabaster City Schools

Member:

- AASA Executive Committee, 2023-Present
- AASA Governing Board Member, 2018-present
- AASA Member since 2007

Current Position:

Superintendent
Alabaster City Schools
Alabaster, Alabama
2013 - Present

Previous Position:

Superintendent
Saraland City Schools
Saraland, Alabama
2009 - 2013

Post-Secondary Education:

- Doctor of Education in Educational Leadership
Nova Southeastern University—Ft. Lauderdale, Florida / March 2008
- Master of Arts in Secondary Education
The University of Alabama at Birmingham—Birmingham, Alabama / August 1993
- Bachelor of Science in Secondary Education
The University of Alabama—Tuscaloosa, Alabama / August 1990
- Bachelor of Arts in History
The University of Alabama—Tuscaloosa, Alabama / August 1989

AASA and Other Activities:

- Immediate Past-President, School Superintendents of Alabama (2024-2025); Schools Superintendents of Alabama, Board of Directors (2012-2024); School Superintendents of Alabama, Member (2007-present)
- Institute for Education Innovation (IEI) Hank Grishman Consistency in Leadership Award (2025)
- District Administration Leadership Institute Leadership Award Finalist (2024); District Administration Leadership Institute Superintendent of the Year Finalist (2023)
- Council for Leaders in Alabama Schools, Board of Directors (2012–2018); Council for Leaders in Alabama Schools (1996-present)
- Outstanding Alumni Award/Harold Bishop Award for Leaders, presented by The University of Alabama College of Education (2018)
- Executive Coach for New Superintendents, School Superintendents of Alabama (2012-present)
- University of Alabama Capstone Education Society, Board of Directors (2018-present)
- National School Public Relations Association (2015-Present)
- Alabama Association of School Boards (2007-present)
- University of West Alabama Adjunct Professor (2010-present)
- Alabama Superintendent of the Year, District I Finalist (2011)

Q. Why are you seeking election as AASA's president-elect?

A. My career has consistently focused on being a strong and dedicated advocate for public education. Today's societal, political, and educational landscapes show us more than ever the importance of standing up for students. Becoming president-elect would be the ideal opportunity to share the outstanding stories across public education. Beyond being a proponent for our profession, serving as AASA president-elect will allow me the opportunity to support current and aspiring superintendents. Like all past presidents, I want to continue and advance the work of reclaiming the narrative surrounding public education and maximizing our collective momentum.

Q. If nominated and elected, what will be your No. 1 priority?

A. We must prioritize civility and open communication across all areas of public education. As external forces have sought to divide members of our profession and set a negative tone for discourse, I will continue to connect and expand our AASA network to lead positive conversations surrounding the cornerstone of society: public education.

A 600 – 650-word essay on a topic of their choosing, as if it were to be used as a monthly “AASA President’s Column” found in School Administrator magazine.

“Fulfilling the Promise of Public Education”

We can all agree that public education rests on a foundation of clear non-negotiables: every student deserves a high-quality education, every administration must prioritize sustainable funding, and every educator should have access to the most advanced tools to support student success. Yet today’s fractured national discourse often treats these core principles as optional. Critics argue that public education has drifted from what’s best for children—but is that truly the case? And if so, when did we begin to fall short of delivering on the promise of a strong, equitable education for every student?

Earlier this year, AASA unveiled The Future-Ready Education Framework, developed by The Public Education Promise Advisory Committee. This work represents a fundamental redesign of our current system and reinforces the central theme of The Public Education Promise. At its core, the Promise reflects our collective commitment to ensuring that every child has access to a highly effective education that prepares them for any path beyond high school. This is a vision we can all rally behind—regardless of geography, circumstance, or political climate.

Many of you already embody the future-driven leadership essential to fulfilling this promise. Local, state, and national leaders must champion public education at every level to build and sustain a future-ready framework. Future-driven leadership must guide our national discourse, not react to it. I know you will join me in reclaiming the narrative about public education and reaffirming its vital role in shaping our nation’s future.

Across America, parents want a good life for their children, employers want skilled and capable workers, and communities desire active, informed citizens. Public education is uniquely positioned to meet these needs. Yet too often, we have allowed dissenters to dominate the conversation. Opponents claim we are failing students, lowering standards, or losing our way. Our message to them is simple: we are the change agents, not the change reactors. We stand firm because we understand the stakes. Public education is not merely a service—it is the cornerstone of a functioning democracy. It equips students with critical thinking, collaboration, and problem-solving skills essential to the future of our nation.

Although the overwhelming majority of U.S. parents choose public education for their children, trust in the institution is waning—and that should concern us. Restoring confidence must be a top priority. AASA remains the premier avenue for rebuilding trust. Our network of educational leaders has an unmatched capacity to bridge divides, strengthen relationships, and unify communities.

As the leading advocate for America’s public school system, we must hold those in power accountable. This is not a passive responsibility. It requires persistent advocacy, strategic collaboration, and a unified voice. We must ensure that education leaders “get it right” for America’s public school children and visibly support the students and families who rely on public education. Now is not the time for silence or for hoping that “someone else” will take the lead. It is up to all of us—educators, families, policymakers, and community members—to build the most powerful advocacy network our schools have ever seen as we fulfill the Promise.

The challenges before us are real, but they are not insurmountable. Public education can and should be a unifying priority that brings communities together around student success. To strengthen our schools, we must champion equitable systems, reduce unnecessary data and redundant assessments, steward financial resources wisely, reject private school vouchers, and remain steadfast in our commitment to public education.

By truly placing students at the center of our work, we can rebuild trust, unify our profession, and heal divisions within our communities. Through this effort, we remind the nation of the unparalleled promise of public education. It is more than a system—it is a commitment to every child and every family.

Now is the time to act boldly and collectively, fully delivering on The Public Education Promise.

**AASA President-elect
Candidate Filing Packet**

AASA Election: President-elect Candidate Pledge

I have read the rules and procedures contained within the *AASA Election Guidelines*, and I agree to obey the AASA election rules, in spirit and in word.

Signature



12/03/2025

Date

Address

Alabaster City Schools

2013 Warrior Parkway

Alabaster, Alabama 35007

Office Telephone: (205) 663-8410

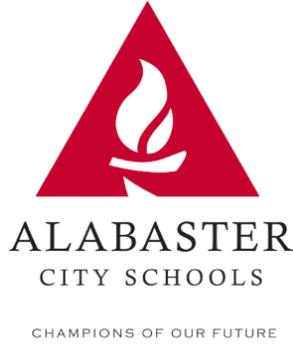
FAX Number: (205) 663-8409

Email Address: wayne.vickers@acsboe.org

The AASA Election Guidelines are posted on the AASA website at www.aasa.org

Board of Education:

Mr. Adam Moseley, President
Mr. Derek Henderson, Vice President
Dr. John A. Myrick, Board Member
Mrs. Misty Johnson, Board Member
Dr. Kristalyn M. Lee, Board Member



Alabaster City Board of Education
2013 Warrior Parkway
Alabaster, Alabama 35007
Phone: 205.663.8400
Fax: 205.663.8408
www.acsboe.org

Superintendent

L. Wayne Vickers, Ed. D.

December 03, 2025

Mr. David R. Schuler Executive
Director, AASA 1615 Duke
Street
Alexandria, VA 22314

Dear Mr. Schuler,

Please accept this statement of intent to run for the position of AASA President-Elect.

My passion for public education advocacy drives my pursuit of the AASA President-Elect position. My three decades of diverse educational experience have brought me to this moment in time where I can serve this great organization in such an esteemed capacity.

I've been a member of AASA since 2007. Since then, I have had the great honor of serving on both the AASA Governing Board and the AASA Executive Committee.

In accordance with AASA President-Elect Candidate Filing provisions, I have gathered all necessary materials for AASA's candidate review process and have included all items in my submission packet.

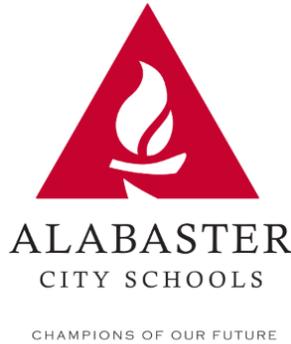
I genuinely appreciate your time and consideration. Sincerely,

A handwritten signature in blue ink that reads "L. Wayne Vickers". The signature is written in a cursive style and is positioned above the typed name and title.

L. Wayne Vickers, Ed.D.
AASA Executive Board (Region V) Superintendent,
Alabaster (AL) City Schools

Board of Education:

Mr. Adam Moseley, President
Mr. Derek Henderson, Vice President
Dr. John A. Myrick, Board Member
Mrs. Misty Johnson, Board Member
Dr. Kristalyn M. Lee, Board Member



Alabaster City Board of Education
2013 Warrior Parkway
Alabaster, Alabama 35007
Phone: 205.663.8400
Fax: 205.663.8408
www.acsboe.org

Superintendent

L. Wayne Vickers, Ed. D.

December 03, 2025

Mr. Ryan Hollingsworth
Executive Director
School Superintendents of Alabama
534 Adams Avenue
Montgomery, AL

Dear Mr. Hollingsworth,

I am seeking nomination to become a candidate for the position of president-elect of AASA, The School Superintendents Association.

Compliance with the AASA electoral process requires that I ask your organization not to endorse or promote my candidacy or urge my election. This does not preclude your organization from noting that AASA has an election and noting all of the candidates, including me.

AASA's electoral process was reformed because, like the national political electoral process, it had become too expensive and prolonged. The Executive Committee of AASA adopted the new rules regarding endorsements of candidates to make the campaigns more consistent with standards of conduct and ethics of school administrators, by having all campaigning done through AASA publications and at the AASA National Conference on Education.

Individual active members may communicate with other AASA active members, about a single candidate and support of that candidate by letter, fax, or electronic transmission. Any cost of the mailings, faxes, or electronic transmissions must be the responsibility of the individual and cannot be that of the candidate or other third party. No enclosure, attachment, or brochure may be distributed with the letter, fax, or electronic transmission.

A member may discuss a candidate on a personal, one-on-one individual basis with another member. Endorsement of candidates by a state association, caucus, committee, group, or corporation could result in sanctions against me, including a 10 percent deduction from my vote total.

Please call me if you have any questions about AASA election rules or the information you plan to publish. Thank you for your consideration of this matter.

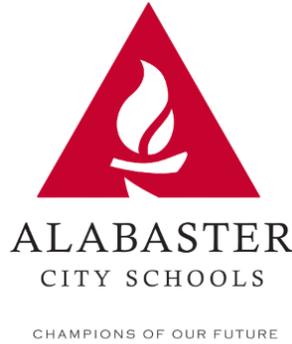
Sincerely,



L. Wayne Vickers, Ed.D.
AASA Executive Board (Region V) Superintendent,
Alabaster (AL) City Schools

Board of Education:

Mr. Adam Moseley, President
Mr. Derek Henderson, Vice President
Dr. John A. Myrick, Board Member
Mrs. Misty Johnson, Board Member
Dr. Kristalyn M. Lee, Board Member



Alabaster City Board of Education
2013 Warrior Parkway
Alabaster, Alabama 35007
Phone: 205.663.8400
Fax: 205.663.8408
www.acsboe.org

Superintendent

L. Wayne Vickers, Ed. D.

December 03, 2025

Dear Colleague:

I am seeking nomination to become a candidate for the position of president-elect of AASA, The School Superintendents Association.

Compliance with the AASA electoral process requires that I ask your organization not to endorse or promote my candidacy or urge my election.

This does not preclude your organization from noting that AASA has an election and noting all of the candidates, including me. AASA's electoral process was reformed because, like the national political electoral process, it had become too expensive and prolonged. The Executive Committee of AASA adopted the new rules regarding endorsements of candidates to make the campaigns more consistent with standards of conduct and ethics of school administrators, by having all campaigning done through AASA publications and at the AASA National Conference on Education.

Individual active members may communicate with other AASA active members about a single candidate and support of that candidate by letter, fax, or electronic transmission. Any cost of the mailings, faxes, or electronic transmissions must be the responsibility of the individual and cannot be that of the candidate or other third party. No enclosure, attachment, or brochure may be distributed with the letter, fax, or electronic transmission.

A member may discuss a candidate on a personal, one-on-one individual basis with another member. Endorsement of candidates by a state association, caucus, committee, group, or corporation could result in sanctions against me, including a 10 percent deduction from my vote total.

Please call me if you have any questions about AASA election rules or the information you plan to publish. Thank you for your consideration of this matter.

Sincerely,



L. Wayne Vickers, Ed.D.
AASA Executive Board (Region V) Superintendent,
Alabaster (AL) City Schools